App. F. IX-4

Previous References

1930-31 (CB)

File No. 149/32

Serial Nos. 1

Later References

General and Revenue Secretariat.

Serial Nos. 1

Part B for March 1931

SUBJECT.

Revision of the grades of Assistant Commissioners

General and Revenue Secretariat | File No. of 193

Serial No.

From
The Revenue Commissioner in Mysore
No CC A 15/30-31 dt 30-8-1930.
Recommends in the circumstances explained [illegible]

the maximum pay of the Asst Commissioners [illegible] raised to Rs 500/- and an efficiency bar [illegible] thereafter with prospects of promotion to Rs 600/- by Annual increments of Rs 50/- or in the alternative the scale may be arranged as 250-25-450-30-600 and that if the above proposal is not possible at least the maximum of the Asst Commissioners pay [illegible] raised Rs 500/-.

Copies of Govt orders relating to the Changes introduced from time to time in the organisation of the Civil Service from its first Constitution are put up for kind perusal.

With regard to the Comparison of the pay and prospects of Certain Officers of the Forest, Judicial and P.W.D. Departments with those of the Civil Service Officers, the available references are put up.

According to the latest ~~Civil Service Regulations~~ order (17-61/GB 98-18-3 dt 3-7-1923) the scale of pay of Asst Commissioners has been fixed at Rs 250-25-450 (one class-progressive scale), the Scale of pay of Senior Asst Commissioners being fixed at Rs 500-50-600.

The pay of the First Grade Munsiffs and Subordinate Judges has been placed on the same footing

B.C. 249

x JK&C
x F.
(x) M&S.

9

NOTE—Contn. Sheet

WD 02553—50,000—GPB—8-7 30

Reorganisation of the Civil Service Cadre

File No. of 193

General and Revenue Secretariat

as Asst Commissioners and Senior Asst Commissioners respectively Viz (a) 250-25-450 (b) 500-50-600.

The Scale of pay of Asst Conservators & Senior Asst Conservators is fixed at Rs 250-25-450 and 500-50-600 respectively.

K K & L

The Scale of pay of Asst Engineers and Executive Engineers has been fixed at 200/2 - 250-25-450 and Rs 500-35-850 respectively.

M & S

No PW 323-426/E 1924-2025 8-9-22

(2) G.O. No. P.W. 109-111/E 8-7-25

It is Stated that the Chances of promotion from one grade to another in the above departments are greater than in the case of Civil Service Officers

Submitted for Orders with references

Sd/- CBR 11/9

The Revenue Comnr recommends one of the 3 undermentioned alternatives:-

I To remove distinction between Asst and Senior Asst. Comrs and have one grade:

(i) 250-25-500/Efficiency bar/-50-600 : Extra cost 15 or 20 thousand per year

Or (ii) to 250-25-450-:30-600

II Or To revise Scale of Asst Comrs to 250-25-500.

(The Civil List Corrected up to 1.7.30 shows about 28 Asst Comrs who have reached the maximum of Rs 450 & awaiting promotion to grade of Senior Asst. Comr. The most Senior of these have been drawing Rs 450 from 1-3-28.)

Sd/- Gilbert 13/9 Chief Secy

CHIEF SECRETARY'S 15 SEP. 1930

General and Revenue Secretariat | File No. | of 193 . 791

Serial No.

3243/16.9

3318/16.9

Promotion to the grade of Sewer Asst Overseer is fairly rapid now days. There was a time when officers had to wait for 5 or 6 years after reaching Rs 450 before they could be promoted as Sewer Asst Overseers. Even the last proposal of the Revenue Comm (to revise the Asst Overseers' grade to 250 - 25 - 500) will involve an additional expenditure of about Rs 5000 per year. The question may be considered if the conditions of acute stagnation prevail ~~at present~~ in future.

For favour of opinion

Dy Secy 15/9/30

With Compts I agree with the Chief Secy -

The revenue position is now heavily in deficit and it is impossible to contemplate additions to recurring expenditure especially in the salaries of officers.

Improvements in the grade of Asst Comrs in the Revenue and General Depts will have its repercussion in the budgets of Judicial and other Depts. and I fear that some of the alternative proposals of the Rev Comm. can be entertained

But there is substantial improvements in the Accommodation

16/9/30

W/S. Sri
What is the extra cost involved in having an ~~Grade~~ time scale - 250-25-450-30-600, efficiency bar in 2 years at 450.
h
16.9.30.

Subd. The annual Extra Cost will be Rs 35,000 per annum. Vide proposition Sh.
8/9/30

R 1032
16.9.30

CHIEF SECRETARY
17 SEP 19

NOTE—Contn. Sheet

WD 02553—50,000—GPB—8-7 30

File No. 795 of 193 | General and Revenue Secretariat

Subs for orders

MM

First Member 17/9/30

OFFICE OF THE FIRST MEMBER OF COUNCIL
17 SEPT. 1930
No. 3062

Dewan. There is no doubt that the prospects of the next Census are rather depressing in the present circumstances. Any improvement will involve an appreciable expenditure, which is out of the question at present. The matter may wait till next year.

DEWAN'S OFFICE
1469
18. SEP. 1930

CSJ

18/9 MM 18/9

MMC

18-9-30

MM

19/9/30

[redacted]

No reply to the Revenue Comm^r is perhaps necessary.

If approved, the papers will be re-submitted for consideration about the next year's budget time — in the beginning of March 1931.

CSJ 18/10/30

MM 29/9/30

Sus till 1st March 1931

Present			
Scale	Grade	average Cost	Total Cost
10 Senior Asst Comm	500 - 50 - 600	$586\frac{2}{3}$	$5866\frac{2}{3}$
50 Asst Comm	250 - 25 - 450	$376\frac{2}{3}$	22600
	Grand total	$28466\frac{2}{3}$	p.m

Proposed			
Scale	Grade	average Cost	Total Cost
70 Asst Comm	250 - 25 - 450 - 30 - 600 with E. Bar at 450 for 2 years (144 cms)	$448\frac{1}{3}$	$31383\frac{1}{3}$
			$31383\frac{1}{3}$ p.m
Extra Cost			$28466\frac{2}{3}$
			$2916\frac{2}{3}$ p.m

or Rs 35000 per annum

SK 16/9

No. C.C.A 15/30-31

OFFICE OF THE REVENUE COMMISSIONER
IN MYSORE,
Camp Mysore,
Dated, Bangalore, 28th August 1930.

Confidential.

FROM Rajakaryapravina
P.G. D'Souza Esq., B.A.,B.L.,
Revenue Commissioner in Mysore.

C.B. 795
C.S. 149-30-1

To N. Madhava Rao Esq., B.A.,B.L.,
The Chief Secretary to the Government
of His Highness the Maharaja of Mysore,
Bangalore.

SIR,

In inviting kind reference to Government Order No. 17-61/C.B.98-18-3 dated 3rd July 1923 improving to some extent the scale of increment in the pay of Assistant Commissioners, I have the honor to state that several representations have been made to me orally by Assistant Commissioners regarding the stagnation in the grade of Assistant Commissioners caused by the blocking of the chances of promotion due to various causes and also the inadequacy of the present scale of pay. The position of the Assistant Commissioners with regard to their minimum and maximum pay has remained practically the same during the past 50 years and when the Civil Service was organised about the year 1890, the Assistant Commissioner reached his maximum of Rs 450/- within 6 years from the date of his appointment. Later modifications from 1906 onwards only went in the direction of retarding the period within which the maximum was reached and the only change effected was in 1923 when the period within which the maximum of Rs 450/- could be reached came to the level of the 1st batch of Assistant Commissioners appointed during Mr. V.P. Madhava Rao's time with the difference that the increment was made an annual one of Rs 25/- in place of a biennial one of Rs 50/- then in force. The result has been that an Assistant Commissioner reached his maximum pay of Rs 450/- after 12 years of service and thereafter, he has to wait for a vacancy before he can be promoted to the grade of Senior Assistant Commissioner, which carries a pay of Rs 500-50-600. There are only

such places for 70 officers of the junior grades and until vacancies arise in the higher grades due to retirements or other causes, the Assistant Commissioners will have to stagnate on the maximum of the lower grade irrespective of the number of years they may be drawing this salary, though so far as the nature of work is concerned, no distinction is made between officers of the two grades and the postings are made on the capacity of the officers and not their grade. This naturally has been causing considerable discontent among the Assistant Commissioners whose prospects as compared with the officers of kindred services whose prospects were once very much lower, are very much at a ~~disxxxxxxx~~ discount.

2. To take a few instances, for purposes of comparison, formerly the Munsiffs had grades rising up to a maximum of Rs 350/- and this was later on raised to Rs 400/- and it is now on a par with the Assistant Commissioner's maximum. But, for 41 Munsiffs, there are 11 Sub Judges as reference to the latest Civil List shows and this gives one chance in 4 to the Munsiffs for promotion to the next higher grade; whereas for 70 Assistant Commissioners, there are only 10 Senior Assistant's places. The Sub Judge's grade was Rs 500-50/2-600 originally. This has been modified to one of the same grade as Senior Assistant Commissioners in the order of 1923 referred to above. D+J

3. Then, taking the grade of Assistant Engineers and Executive Engineers, formerly, the Executive Engineers were ranked with Senior Assistant Commissioners and their maximum pay was fixed at Rs 700/-. This has now been raised to Rs 850/- and the initial pay from Rs 400 to Rs 500/-. The Assistant Engineers' maximum pay was similarly raised to Rs 450 from Rs 350 and it was brought on a par with that of Assistant Commissioners. Taking the chances of promotion, for 45 Assistant Engineers of whom 22 are permanent and 23 temporary, there are 20 Executive Engineers of whom 14 are permanent and 6 temporary. This gives a proportion of 2 to 1 nearly. M+S M+S

4. Then again, let us take the Forest Department. For 9 Assistant ~~Conxxxxxx~~ Conservators, there are 2 Senior Assistant

Conservators and one Deputy Conservator, making a proportion of 3 to 1.

5. It is thus seen that while the work on which the Assistant Commissioner is usually employed is as important, if not more than that of the services mentioned above and other services, and in fact he is very much in the [redacted]-lime light now owing to political conditions prevailing and the important executive and judicial charges to which he is posted bringing him in direct contact with the masses whose public consciousness has advanced materially and as a natural result, that obedience and submission to authority which was a characteristic of older times has given place to assertion of real and alleged rights and made his work more arduous and delicate, his prospects have, if anything, deteriorated from what they were 40 years ago.

6. In the neighbouring Presidencies of Madras and Bombay, provincial Deputy Collectors, employed on the same kind of work and whose prospects were much inferior to the prospects of the Mysore Civilian as a result of which the Mysore Service had the good fortune of attracting some of the best intellects of Madras, are now drawing a pay starting from Rs 300/- and rising to Rs 900/- by annual increments of Rs 40 up to Rs 500 and 50 thereafter. The nature of the work on which they are employed is no whit different from or more responsible than the work on which our Assistant Commissioners are employed. Even the Munsiffs of the Madras Presidency whose maximum pay was Rs 400/- gets now a maximum of Rs 600 in 10 years. So, it need hardly be said that the present maximum of Rs 450/- which an Assistant Commissioner reaches to after a service of 12 years and after which there is no scope for his rise unless there is a vacancy in the few places of Senior Assistant Commissioners, is too inadequate and is not sufficient in these days of high prices to make both ends meet, consistent with his position in office and his growing needs. It needs no saying that the efficiency of a service depends as much upon the contentment

of

of the members comprising it, based on reasonable requirements, as on other conditions.

7. I might be permitted to say in this connection, that ~~there~~ signs are not wanting of discontent among the junior members of the service owing to the stagnation that has now occurred in their promotion, and in the interests of the service it is not desirable to unduly protract or defer the promotion of officers charged with the most responsible work on whose initiative, resourcefulness and energy, the prosperity and contentment of the people materially depends. The time has come when the problem has to be faced and no longer allowed to be deferred. A reference to the latest Civil List shows that at present, there are not less than 28 Assistant Commissioners who have reached the maximum pay and some of them have been drawing this pay for over 2 years. These officers, excepting one or two of them, have no prospect of getting to the senior grade for a number of years to come.

8. A similar state of affairs happened in 1906 when relief was given to the officers whose promotion was deferred due to want of vacancies, by the grant of personal allowances to them. Such a remedy may not be possible now owing to the large number of officers involved. The pay of the Assistant Commissioners has been kept stationary for the past 40 years as observed above and it is undesirable to keep young men employed in important executive and administrative work without any promotion for a number of years. Besides, it is anamoly to have two classes of officers, one, Assistant Commissioners, and another, Senior Assistant Commissioners, discharging the same functions, while promotion to the latter class depends on vacancies of a limited character.

9. I therefore beg to submit that the maximum pay of the Assistant Commissioners may be raised to Rs 500/-, and an efficiency bar placed thereafter, with prospects of promotion to

Rs 600/-, by annual increments of Rs 50/-. This may not increase the total cost by more Rs 15,000/- to Rs 20,000/- per year; or, in the alternative, the scale may be arranged as Rs 250-25-450-30-600 in which case also, the extra cost involved may not be much; and it is absolutely necessary in my opinion to incur this extra expenditure for the reasons already stated above.

10. If, however, even this is considered to involve extra cost which in the present financial condition of the State cannot be sanctioned, then the maximum of the Assistant Commissioner's pay may at least be raised to Rs 500/-, so that an Assistant Commissioner may be sure of getting at least Rs 500/- after 14 years' service. The cost involved which will not be large, should not at all be grudged in view of the necessity of removing the feeling of discontent and despondency which officers of fairly high pay in the Assistant Commissioner's grade naturally experience owing to the present unfavourable conditions in regard to promotion.

11. I request the favour of early orders in the matter.

I have the honor to be,

Sir,

Your most obedient servant,

Revenue Commissioner.